



U.S. COAST GUARD



Homeland Security

Flag Voice 240

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ENHANCED POLICY ON PREGNANCY IN THE COAST GUARD

It has been more than thirteen years since the last major revision to COMDTINST 1900.9, *Pregnancy in the Coast Guard*. This Flag Voice announces the forthcoming publication of a comprehensive policy that better balances the health, professional, and family needs of individual service members and their units. The policy is included as part of Change 39 to the Personnel Manual that will be released soon and will consolidate for the first time all policies related to pregnancy into a single document.

This policy is the result of more than a year of dialogue and collaboration between military personnel policy specialists, assignment officers, health care specialists, legal advisors, program managers, gender policy advisors, and the Commandant's Diversity Advisory Council. This revised Pregnancy Policy combined with our existing Temporary Separation Program and new-parent Administrative Absence policy afford service members and their families a broad range of tools necessary to better balance the demands of a military career and parenting.

While the new policy on *Pregnancy in the Coast Guard* draws heavily from longstanding policy documents, it includes amplifying guidance in several very important areas:

- Reserve servicewomen are now afforded the same opportunities for continued service (IDT/ADT) as their Active counterparts.
- Excessive noise limits and hazardous work environments are better defined to paint a clearer picture for operational commanding officers and supervisors faced with making work assignment decisions.
- More specific guidance is provided for servicewomen serving in aviation assignments.
- References to "Maternity Leave" have been replaced with "Medical Convalescent/Sick Leave" in recognition of the medical need for recovery following childbirth.
- More specific guidance governing deployments, TDY travel, and work assignments during the months following childbirth.

I look forward to the successful implementation of these changes throughout our service as we strive to provide clarity and consistency to our workforce policies. Again, Change 39 to the PERSMAN will be released within the next few weeks.

Regards,

RADM Kenneth T. Venuto
Ken Venuto

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